

On Wellness

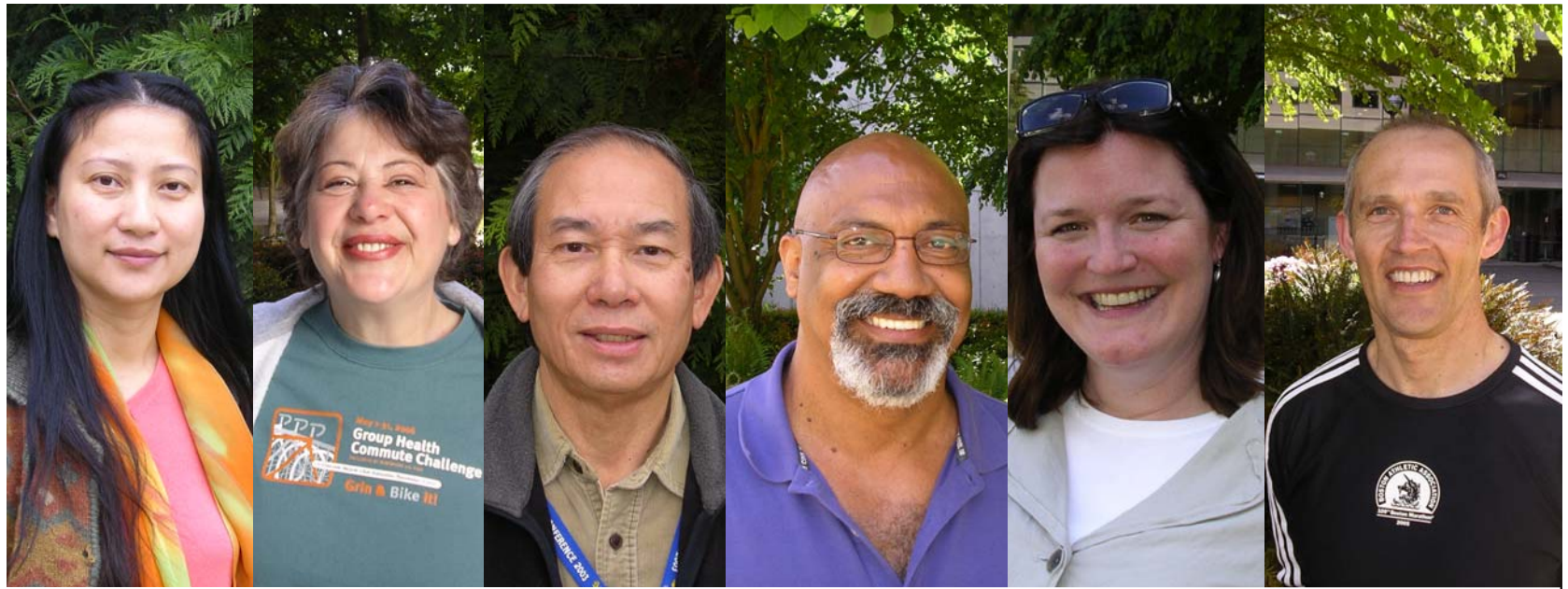
FOR DSHS EMPLOYEES

MAY 17, 2007

Caring for the caregivers

Wellness Agenda for DSHS Employees

DSHS Extended Management Team



by

Liz Kohlenberg, Ph.D.

Director, DSHS Research and Data Analysis Division

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MAY 17, 2007


"I am directing each state agency to offer its expertise and cooperation to educate all state employees on healthy lifestyle and fitness models, and to identify a 'Wellness Coordinator' to spearhead that agency's efforts and serve as the agency's liaison to the Washington State Employee Health and Productivity Committee."

Governor Christine Gregoire
January 20, 2006




The new state wellness program


Part of the Governor's wellness agenda



CAMPAIGN | EVENTS | GRANTS | DIRECT SERVICE PROGRAMS | POLICY PRIORITIES | NEWS ROOM | ABOUT US



HEALTHIEST STATE IN THE NATION CAMPAIGN



The Washington Health Foundation's Healthiest State in the Nation Campaign is working with lawmakers, individuals, businesses, organizations and schools to build Healthy Systems and promote Healthy Living in order to help Washington reach #1!

So far, the Campaign involves nearly 30,000 individuals, 800 organizations and 200 schools across the state—and more are joining every day.

The Campaign is free to join—just click the "Log-in or Join" button—and only takes an email address and password. As an individual Champion in the campaign, you can log miles of exercise (and a conversion chart is available to turn physical activity into miles), track weight management and earn bonus miles by testing your knowledge of the health system.

Joining the Healthiest State in the Nation Campaign as a Participating Organization (PO) is easy and free. POs share information about the Healthiest State Campaign with their employees, board or membership. Individual Champions affiliate themselves with Participating Organizations and their miles roll up to that organization. POs can form teams for their employees, staff or members to join—and can participate in the [2007 New Year's Resolution Challenge](#) (Dec. 20 - Jan. 31).

If you have questions, suggestions or ideas for the Campaign, we'd love to hear from you. Please call 206-577-1823 or email HealthiestState@whf.org.



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR
P.O. Box 40002 • Olympia, Washington 98504-0002 • (360) 753-6780 • www.governor.wa.gov

January 20, 2006

TO: Mary Selecky, Secretary, Department of Health
Steve Hill, Administrator, Health Care Authority

FROM: Governor Christine Gregoire

SUBJECT: Employee Wellness

The overall health and fitness of Washington citizens, including state employees and retirees, is important to the state's productivity, collective health, and quality of life. Unfortunately, we continue to witness national and state trends that demonstrate a significant decline in healthy lifestyles. These include decreased physical activity, increased consumption of unhealthy foods, continued smoking, and inadequate reliance on screening and early detection tools.

Government must play a leadership role in promoting prevention and wellness. I believe Washington State is especially well-suited to serving as a model, promoting healthy behavior among our own employees and retirees. In so doing, we not only improve the health of state employees and retirees, themselves, but also enhance their ability to serve state citizens.

With the goal of using the state to promote good health, I am directing the Health Care Authority and the Department of Health to work with other state agencies to launch *Washington Wellness Works*, a statewide wellness initiative to improve the health of Washington State employees and retirees.

To further the work of this initiative, I am directing the two of you to create and co-chair a Washington State Employee Health & Productivity Committee. This Committee will consist of 12 members, appointed by me, and will include labor union and classified employee representation.

www.whf.org/HSIN/HSINCampaign.aspx

The new state wellness program

Has a great website ...

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In August 2006, Washington was one of 13 states selected to receive a Healthy States grant from the NGA Center for Best Practices.

The Health Care Authority and Department of Health are using the grant to launch "Washington Wellness Works," a statewide wellness initiative to improve the health of state employees and retirees.

A screenshot of the Washington Wellness website. The header features the "Washington Wellness" logo on the left and navigation links: "Welcome", "Quit Tobacco", "Eat Healthy", "Get Moving", and "Prevention". Below the header is a sidebar with links: "About", "Employees", "Retirees", "Kids", and "Contact". The main content area has the tagline "more than health, it's vitality" and a "Wellness Poll" section with the question "Where do you currently do most of your physical activity?". The poll options are: Home, Neighborhood/Parks, Gym, Workplace, and Other. There are "Vote!" and "View Results" buttons. Below the poll is a section titled "Taking Charge of Your Health" with two steps: Step 1: Find out if you have any health risks by taking a health risk assessment (HRA). Step 2: What did you find out from your HRA? Take the first step by choosing just one area you want to change to improve your health. There are four bullet points: "Do you want to stop smoking?", "Do you want to eat better?", "Do you want to move more?", and "Do you want preventive care guidelines and tools?". Below this is a section titled "Healthiest State in the Nation Campaign" with a graphic of a number 1 and text stating that Washington Wellness has partnered with the Washington Health Foundation in the Healthiest State in the Nation Campaign. The footer contains copyright information: "Copyright © 2007 Washington State Health Care Authority. All rights reserved." and links: "Wellness Coordinators", "Legal Information", and "Site Map".

Provides resources, help and some structure

www.wellness.wa.gov/

MAY 17, 2007

The new state wellness program

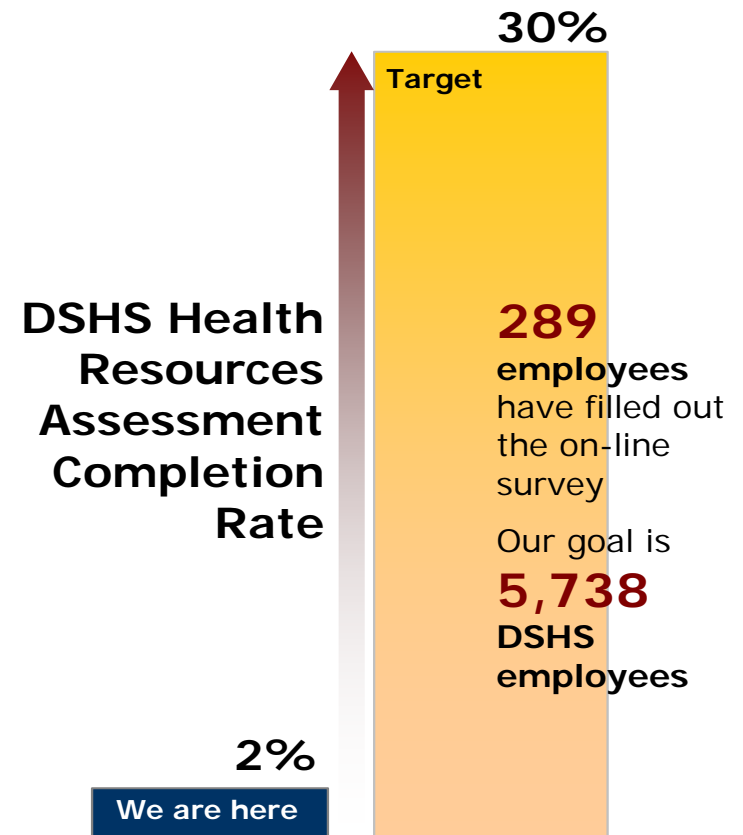
Sets part of the wellness agenda . . .

Sets some priorities for employees for this year

Step 1: Find out if you have any health risks by taking a **health risk assessment (HRA)**.

Step 2: What did you find out from your HRA? Take the first step by choosing just one area you want to change to improve your health.

- Do you want to stop smoking?
- Do you want to eat better?
- Do you want to move more?
- Do you want preventive care guidelines and tools?



The good news:
We're already part way there and we haven't publicized this yet

The health risk assessment

Follow these links . . .

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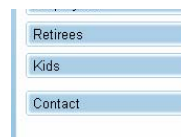
www.wellness.wa.gov/



Then Here



www.wellness.wa.gov/prevention/assessment.shtml



- Community Health Plan
- Group Health
- Kaiser Permanente
- Regence
- Uniform Medical Plan

Select your health plan and you're on your way . . .

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Why a DSHS focus on wellness?

“DSHS employees have some of the most stressful jobs in all of state government . . .

They take care of other people long before they take care of themselves.”

Blake Chard
Senior Executive Manager
DSHS Wellness Committee

As managers, we must encourage our employees to:

- Care for their own health
- Develop and maintain healthy lifestyles
- Maintain balance in their professional and personal lives

If they can do that, they will be:

- Healthier
- Happier
- More productive
- More committed
- More present at work and in life

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It's all
about
balance

The DSHS wellness agenda is

Helping the caregivers to thrive . . .

Our vision for DSHS employees

DSHS employees are healthy, productive and balance their personal and professional lives. They experience and share positive energy in their relationships with their co-workers and with DSHS customers.

Our mission for the DSHS wellness program

DSHS managers and the DSHS Wellness Team support and encourage each administration's and each local building's efforts to develop and institute their own employee wellness programs.

Those programs will be flexible and responsive to the local needs and desires of employees in that workplace.

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Support each employee's stage of change

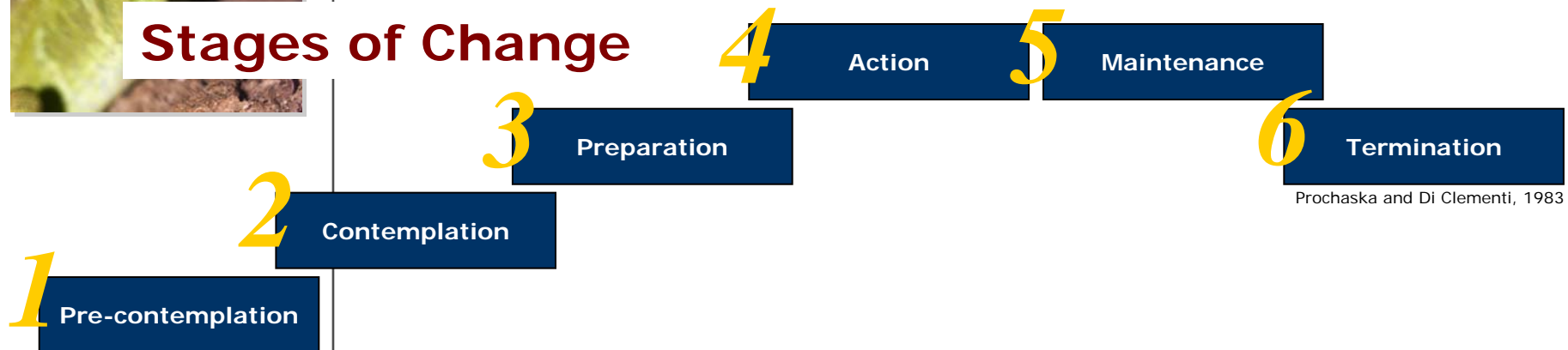
For everyone, change is a journey

The DSHS wellness program will need to provide help for employees at each stage of change

This help includes:

- Health resource assessments
- Information on wellness and on change
- Activities supporting various aspects of wellness
- Support groups to help people maintain and manage relapse

Stages of Change



Prochaska and Di Clementi, 1983

DSHS Central Wellness Structure

Senior Executive Manager

Blake Chard, Deputy Secretary

- Represents DSHS on the state "Health and Productivity Committee"
- Makes DSHS executive decisions on wellness issues and policies
- Seeks input in those decisions from the DSHS Leadership Team

Wellness Coordinator

Liz Kohlenberg, Director, Research & Data Analysis

- Represents DSHS on the state Wellness Coordinators team
- Helps to organize and communicate wellness information within DSHS
- Chairs the DSHS HQ Wellness Team, which helps organize program and building-level wellness teams that actually sponsor wellness activities.

The DSHS-HQ Wellness Team

"The DSHS HQ-Wellness Team's mission is to support, facilitate and encourage each administration's and local building's employee wellness programs."

Liz Kohlenberg
Wellness Coordinator

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Headquarters Wellness Team

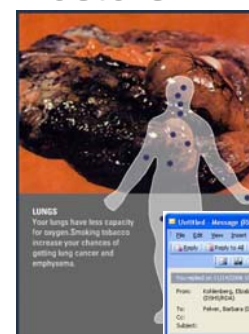
Liz Kohlenberg, Chair
Vic Alcantara, MSA
June Hershey, HRSA
Tresa Harambasic, ADSA
Latoya Holmes-Ware, SCC
Sarah Kollin, ESA
Kathy Krulich, DVR
Ilene Le Vee, CA
Lee Mosely, JRA
Sol Uwadiae, Safety & Health
Sheila Anderson, Contracts
Irenne Hopman, Communications



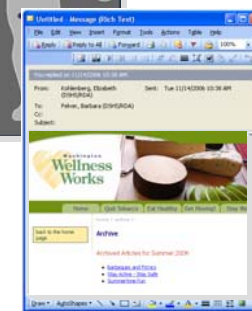
Current HQ Wellness Activities

- Draft a DSHS wellness policy
- Work with Central Contracts on convenience contracts and simplify contracts for wellness activities
- Create an on-line survey for program or building level teams to identify the wellness activities employees want
- Develop a communication strategy to provide central support without replacing program communications
- Connect program wellness with state wellness plan ... which right now means encouraging people to fill out their on-line **Health Resource Assessment!**

Posters



E-mail



Newsletters



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DSHS OFFICE
Health, Safety,
Wellness Committee

CA	JRA	ESA

Local Wellness Teams

Some institutions already have wellness teams and programs

We are encouraging the Building Health and Safety Committees to add workplace wellness activity sponsorship to their tasks

For example:

- **Yoga** groups twice a week (self-paid)
- **Health fairs** in building lobbies
- **Dancing** classes (Park Department teacher)
- **Weight Watchers** groups
- **Tai Chi** classes (staff volunteer instructor)
- **Healthy food** potlucks
- **Walking** groups twice a week



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What's our recipe for wellness?

Steps we can take as DSHS managers

Lend employees your personal support to wellness

1. Participate – employees will be more likely to participate if they see you are involved!
2. Encourage your wellness teams to be creative in their activities – to work on several aspects of wellness.
3. Encourage your wellness team to think about employees in every stage of change
4. Encourage all your employees to fill out their health resource assessment!
5. Encourage your staff to check out the Washington Wellness website.

**Most
Important**



Our goal in life . . . (and work) . . .

In life, we need to come from the heart!

"You gotta ...

Work – like you don't need the money

Love – like you never been hurt

Dance – like nobody's watchin'

Come from the heart if you want it to work!"

This is true for workplace wellness . . .

**For it to work,
you gotta lead from the heart!**

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**An agency that cares about people...
...this means employees, too**

"Healthy employees do make a difference"





On Wellness

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Time for Healthy Snacks!